



# Direct Support Professional *Career Pathway*

**Direct Support Professionals (DSPs) play a vital role in Tennessee's workforce and economy by providing necessary supports and services to people with disabilities of all ages, including supports related to employment.**

**Entry level DSPs might begin their careers in the healthcare field. However, career opportunities abound.**

**Questions?  
Contact us at  
[LTSS.WorkforceDevelopment@tn.gov](mailto:LTSS.WorkforceDevelopment@tn.gov)**

## Behavioral Health Services

## Home & Community Based Services

**Expert**

Executive Director  
CEO  
Psychiatrist/Psychologist  
Licensed Clinical Social Worker

Executive Director/CEO  
State/Regional Director  
Program Director

**Advanced**

Registered Behavioral Analyst,  
Addiction Specialist, Art/Music  
Therapist, Social Worker (BSN)  
Mental Health Counselor,  
Disability Counselor

Program/Case Manager  
Assistant Program Director  
HR Coordinator  
Life Skills Trainer

**Intermediate**

Mental Health Technician  
ABA Specialist  
Registered Behavioral  
Technician  
Peer Specialist

House Manager  
Activities Coordinator  
Field/Frontline Supervisor  
Habilitation Specialist  
Respite Care Provider  
Enabling Tech Specialist

**Entry Level DSPs can begin careers as home health aides, personal care attendants & caregivers**



### Education & Employment Services

### Healthcare Services

### Other Industries

**Expert**

Executive Director/CEO  
Special Education Director  
Childcare Director  
Voc Rehab State Director

Executive Director/CEO  
Healthcare  
Administrator/Medical  
Director  
Director of Nursing Physician

Hospitality  
Technology  
Food Service

**Advanced**

Voc Rehab Program Manager  
Career Counselor  
Certified Employment Specialist  
Job Developer  
Special Education Teacher

Speech Language Pathologist  
Occupational Therapist, Physical  
Therapist, Physician Assistant,  
Medical Social Worker, Registered  
Nurse, Respiratory Therapist,  
Nutritionist/Dietician

Law Enforcement  
Government & Public  
Administration  
Beauty, Wellness & Fitness

**Intermediate**

Certified Work-  
Incentive Coordinator  
Education Assistant  
Teacher's Aide  
Childcare Assistant  
Job Coach  
Assistive Tech. Specialist

LPN Phlebotomist  
EMT/Paramedic Certified  
Nursing Assistant Dietary Aide  
Medical Assistant Pharmacy  
Technician Patient Care  
Technician

Human Resources  
Human/Social Services  
Financial Services  
Entertainment  
Nonprofit

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